



DATE: 01-27-2014

PROPOSALS:

IAFF Local 2180 submits the counter proposal for article 1.07 TERM AND EFFECT OF MOU.

CURRENT LANGUAGE:

I. This Memorandum of Understanding shall remain in full force and effect from July 1, 2005 through June 30, 2010 and it is understood and agreed that the terms and conditions, wages, and all provisions of this MOU shall continue in effect until a new MOU is negotiated and subsequently ratified by Local 2180 and the City Council. Local 2180 will endeavor to submit written proposals to the City for a successor MOU by March 1, 2010 and the Parties will endeavor to begin negotiating not later than April 15, 2010

IV. If at any time during the term of this MOU, through causes beyond the control of the City, the City does not have a sufficient amount of anticipated budgeted revenues or is required to make substantial unanticipated expenditures, then, in such event, the City may, with mutual agreement of Local 2180, re-negotiate this MOU and meet and confer on wages, hours and other terms and conditions of employment. This section, however, in no way affects the existing right of the City to lay off employees.

CONCERN:

IAFF has the need for a defined contract period to protect its members.

PROPOSAL:

I. This Memorandum of Understanding shall remain in full force and effect from July 1, ~~2013~~, ~~2005~~ through December 30, ~~2015~~, ~~2010~~ and it is understood and agreed that the terms and conditions, wages, and all provisions of this MOU shall continue in effect until a new MOU is negotiated and subsequently ratified by Local 2180 and the City Council. Local 2180 will endeavor to submit written proposals to the City for a successor MOU by September 1, ~~2015~~, ~~2010~~ and the Parties will endeavor to begin negotiating not later than October 15, ~~2015~~ ~~2010~~.

~~IV. If at any time during the term of this MOU, through causes beyond the control of the City, the City does not have a sufficient amount of anticipated budgeted revenues or is required to make substantial unanticipated expenditures, then, in such event, the City may, with mutual agreement of Local 2180, re-negotiate this MOU and meet and confer on wages, hours and other terms and conditions of employment. This section, however, in no way affects the existing right of the City to lay off employees.~~

RESULTS:

IAFF Local 2180 moves towards the City's position while maintaining its position to protect its members.

Long-term contracts save the City money

- Associated costs with renegotiating a full MOU are reduced over ~~5~~ 2.5 years.

- Known costs allow the City to forecast long term

Provide for employee retention

Provide for employee recruitment

Increases employee morale

In the previous MOU, IAFF Local 2180 voluntarily met and conferred with the City five separate times. This demonstrates IAFF Local 2180's willingness to work with the City in times of extreme financial hardship. IAFF Local 2180 voluntarily opened the MOU to the City on: Dec 2007, Feb 2009, Jun 2009, Jun 2009 RMT, and Jan 2011.